



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

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10 May 02

Dear Colleagues:

Our recruitment during this fiscal year has been blessed. At the midpoint of FY02, we had recruited more chaplains than in all of FY01 combined, reaching 84% of our FY02 recruiting goal. The theme of Priority Six of the Strategic Plan is "improve recruitment and retention." CAPT (Sel) Phil Gwaltney is the Lead Agent, assisted by CDR Doyle Dunn.

CAPT Vince Arnold is the action officer for Initiative 6.1: "assist Sea Services recruitment and retention." A significant development within this initiative is completion of a Chaplain Corps recruiting video. This dynamic video illustrates the ministry of Navy Chaplains in diverse settings, and is appropriate for presentation in denominational and educational settings.

CAPT (Sel) Lyman Smith is the action officer for initiative 6.2: "review and assess Chaplain Corps manpower policies" as related to recruiting. Emphasis is placed on making recruiting billets "priority one" fills, which has had a direct and positive effect on recruiting.

CAPT Bob Burt is action officer for Initiative 6.3: "restructure Chaplain Accession and Recall Eligibility (CARE) Board policies and procedures." Field interviews and personal CARE Board interviews are an important part of the improvement process.

"Bolster the Chaplain Candidate Program Officer (CCPO) program" is the focus of Initiative 6.4, under the leadership of LCDR Larry Kalsow. This year will see the largest number of CCPOs recruited in recent years, exceeding our FY02 goal. Additionally, the initiation of a CCPO mentoring program is nearing completion.

The focus of Initiative 6.5 is "improve the employment and professional development of Religious Program Specialists." The action officer for this initiative is RPCM William Person. Under this initiative, the entire RP rating is being reformulated to reflect the increased responsibilities of those who make up an integral part of the Religious Ministry Team.

Thank you for all you are doing in recruiting and retention.  
Your prayers and personal initiative are making a positive  
impact. Keep it up!

Fraternally,

A handwritten signature in cursive script that reads "Barry C. Black". The signature is fluid and elegant, with the first letters of each word being capitalized and prominent.

BARRY C. BLACK

Rear Admiral, CHC, U.S. Navy  
Chief of Chaplains